Thank you for considering the addition of sexual orientation to District 11's employment non-discrimination policy.

The inclusion of sexual orientation in employment non-discrimination is...

NEEDED

- ✓ Employment protection can only be provided by specifically listing "sexual orientation" in employment policies.

SUPPORTED

- ✓ Citizens overwhelmingly support employment non-discrimination based on sexual orientation
  "76% of Coloradoans support legal protection of gays and lesbians from discrimination in job opportunities" - Colorado Civil and Human Rights Survey, December 2002, Ciruli Associates

CONSISTENT WITH NATIONAL POLICIES

- ✓ Sexual orientation is included in the employment policies of leading educational and teachers organizations including
  - U.S. Department of Education
  - National Education Association
  - American Federation of Teachers
  - National Association of School Psychologists
- ✓ As well as federal and national policies including
  - U.S. Central Intelligence Agency
  - U.S. Department of Health and Human Services
  - United States Postal Service
  - U.S. Department of Defense
  - American Bar Association
  - American Counseling Association
  - American Federation of State, County and Municipal Employees, AFL-CIO
  - American Council of Churches

AND STATE POLICIES

- ✓ An increasing number of Colorado municipalities, educational institutions, businesses and organizations have amended their employment non-discrimination policies to include sexual orientation, including
  - State of Colorado (public employees)
  - Colorado Springs Chamber of Commerce & Hispanic Chamber of Commerce
  - School districts in Denver, Boulder, Jefferson, Manitou Springs, Pueblo & Weld counties
  - Memorial Hospital, El Paso County Medical Society, Penrose – St. Francis Health

- Cities of Arvada, Aspen, Boulder, Crested Butte, Denver, Ft. Collins, Glendale, Lakewood, Manitou Springs, Telluride (City of Colorado Springs has extended domestic partner benefits to city employees)
- Colorado State University system, Pikes Peak Community College Foundation, Colorado College, University of Southern Colorado
- Local nonprofits including American Red Cross, Boys & Girls Club, CASA, Easter Seals, Pikes Peak Community Foundation
- Colorado Bar Association & Colorado Women's Bar Association
- Colorado Council of Churches

CRITICAL TO SCHOOL ANTI-VOILENCE EFFORTS

- ✓ Employment non-discrimination policies lay the groundwork for anti-violence, anti-bullying and harassment policies. Policies that apply only to students are undermined when they are not supported by basic employment protection for staff and teachers.
  - NEA recommendations designed "to help foster an environment of respect and safety in America's public schools" state "NEA policies regarding non-discrimination extend to gay, lesbian, bisexual and transgendered students and education employees."
  - "The professional school counselor supports increased modeling of inclusive language, advocacy and equal opportunity for participation for all." – American School Counselor Association
- ✓ Employment non-discrimination policies set the tone for a school culture of tolerance and anti-violence
- ✓ School anti-violence programs such as those endorsed by the NEA and AFT include employment non-discrimination as a necessary component

A COMPETITIVE BUSINESS PRACTICE

- ✓ Employment non-discrimination supports market competitiveness in hiring and retention
  - Recruitment tool – ensuring employment non-discrimination allows the school district to attract a more diverse staff and teacher workforce
  - Retention tool – valuing current employees, protecting them against potentially unfair employment discrimination, and ensuring that they are treated equitably encourages employee retention

"The mission of the National School Boards Association, working with and through all of its Federation Members, is to foster excellence and equity in public education through school board leadership"

Thank you for your leadership in fostering equity in employment policies and setting a high standard of inclusion and respect within District 11.